

Title	Comparative Industrial Relations
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Brief Introduction	<p data-bbox="501 383 994 423">Preface to the second edition</p> <p data-bbox="501 703 1177 1256">Over the past decade, since the first edition of this book was prepared, major changes have taken place in the environment in which industrial relations operate in advanced industrial societies. These have occurred especially as a consequence of growing competition in national or international product markets, together with their rapid change, which has meant that firms have been forced to introduce radical innovations, either technological or organisational, in order to meet the challenge. In some countries, against a background of conservative political victories, privatisation and deregulation, more 'individual' employee relationships are often advocated, with less emphasis upon collectivism. Changes in markets and production systems have resulted generally in greater management initiatives, strong pressures towards decentralisation in industrial relations and the emergence of 'flexibility' as a dominant concept. (At the same time, the collapse of former communist regimes in Eastern Europe, along with the emergence of pluralism and trade unions which are independent of the state, has meant that the industrial relations systems of those countries are also in a process of transition and change.) These developments have been incorporated into the revisions and updating of the original chapters for the second edition, as well as recent research findings for the various topics in the 'thematic' and analytical treatment which has been adopted. A new chapter has also been added on industrial relations systems and economic outcomes in western countries.</p> <p data-bbox="501 1263 1177 1473">I am most grateful to all those who commented on the first edition for their suggestions for improvement, particularly Roy Adams, Phil Beaumont, Howard Gospel and Michael Poole for their advice and help. Once again, Viv Moss has typed the whole of the manuscript both expeditiously and cheerfully and I am greatly indebted to her. Acknowledgement is also made to the publishers of <i>Employee Relations</i> and the <i>Industrial Relations Journal</i> for permission to reproduce material from two of my articles which first appeared there.</p> <p data-bbox="1054 1476 1177 1503">August 1993</p>